



**FIELD HOCKEY CANADA
NATIONAL TEAM SELECTION POLICY FOR
SANTIAGO PAN AMERICAN GAMES 2023
And
2024 PARIS OLYMPICS**

Updated January 2023

1. INTRODUCTION

The National Field Hockey Team is a group of players that represent Canada at international competition and to whom Field Hockey Canada (FHC) provides training, competition, coaching, and administrative support.

1.1 Purpose of the Selection Policy

The purpose of this document is to set out the process and criteria that will be used by FHC to select the following teams for international competition in 2023 and 2024:

2023 Santiago Pan American Games

- i. The process and criteria select 16 female athletes plus 2 reserves and support staff for the 2023 Santiago Pan American Games
- ii. The process and criteria select 16 male athletes plus 2 reserves and support staff for the 2023 Santiago Pan American Games

2024 Paris Olympic Games

- i. The process and criteria to select 16 female athletes plus 2 reserves plus 1 reserve goalkeeper and support staff for the 2024 Paris Olympic Games.
- ii. The process and criteria to select 16 male athletes plus 2 reserves plus 1 reserve goalkeeper and support staff for the 2024 Paris Olympic Games.

1.2 Objective of the Selection Policy

The objective of the selection policy is to outline a clear and fair process on how athletes are identified and selected to the national team squad and from that, selected to compete at the 2023 Santiago Pan American Games and 2024 Paris Olympic Games.

2. DECISION MAKING AUTHORITY

Field Hockey Canada's National Team Head Coaches (Head Coach of WNT and Head Coach of MNT) are responsible for developing and approving the national team selection policies. The Head Coaches, in

conjunction with the high-performance coaching staff, will select the final teams for the 2023 Santiago Pan American Games and for the 2024 Paris Olympic Games using the criteria published in this document. With the endorsement of FHC's High Performance Director, the Head Coaches can select team members at his/her discretion, pursuant to the selection criteria, including support staff.

Athletes and support staff have the responsibility to read team selection criteria carefully and immediately request further information from the coaching staff and FHC to ensure they clearly understand. FHC's identified coaching staff, under the leadership of the Head Coaches and with endorsement by the HPD will have full decision making authority on site for all team and game selections.

3. INTERNATIONAL FEDERATION CRITERIA

Qualification and entry regulations for the 2023 Santiago Pan American Games and 2024 Paris Olympic Games are determined according to criteria published by the International Field Hockey Federation (FIH), on their web site in [Event Resources.\(for Paris 2024\)](#) and <https://santiago2023.org/en/sistema-clasificacion.html> (for Santiago 2023).

Attention is drawn to the fact that Canada's inclusion in the 2024 Paris Olympic Games can be obtained via two routes. The first is by finishing first at the Continental Qualification (2023 Pan Am Games) and the second is based on an international world rankings culminating in an Olympic Qualification Event. At this time the International Federation has still to announce the format and dates for this event. Once known, these will be communicated to all athletes on the long list and displayed on FHC's website.

In the event of changes by FIH to the selection and eligibility criteria, Field Hockey Canada is bound by these changes and will inform its members as soon as possible.

4. ELIGIBILITY FOR SELECTION

All participants that wish to be considered for selection must:

- Be a Canadian citizen in accordance with Rule 41 of the Olympic Charter and hold a Canadian passport valid until a minimum of 6 months after the conclusion of the event in question. For the 2023 Santiago Pan American Games, this means a passport valid until at least May 8th, 2024.
For the 2024 Paris Olympic Games, this means a passport valid until at least February 11th, 2025.
- Be a registered member of Field Hockey Canada, in good standing with a provincial branch and Field Hockey Canada member club.
- Comply in all respects with the Anti-Doping Rules of the FIH, the Canadian Anti-Doping Program (CADP) and the Anti-Doping Rules of any other Anti-Doping Organization that has authority over them and must not be serving a period of ineligibility for an anti-doping rule violation.
- Sign and submit the current Field Hockey athlete agreement and waivers as required by Field Hockey Canada, to the High-Performance Director or designated program staff member.
Follow all relevant FHC, FIH, IOC or PASO and Canadian Olympic Committee (COC) requirements for eligibility. Sign, submit and comply with the COC athlete agreement and 2023 Pan American Games and 2024 Paris Olympic Conditions of Participation Forms on or before the COC deadlines listed in the table at the end of the document and noting all may be subject to change.

5. FHC SELECTION CRITERIA

5.1.1 ATHLETE SELECTION PROCESS

National team talent identification and selection is an on-going process. Athletes with potential may be identified in the following manner:

1. Performance at National Championships
2. Performance at other domestic / international competitions
3. Recommendations from High Performance Coaches
4. National team selection camps and open try-outs.

Selection decisions are the responsibility of the national coaches, where ultimate authority for selection rests with the head coach, with the endorsement of the High Performance Director. Conducting player assessments for team selection involves weighing the needs of the team and the perceived relative strengths and weaknesses of the athletes to select a team deemed most appropriate to represent Canada. It is understood that in making the selections to create the best possible team, it is possible that the best possible individual athlete may not be selected. The player evaluation system considered by the national coaches to aid in the selection process can be found in *Appendix I*. The coaches are free to assign different weightings to the importance of these factors in their decision-making process as they deem appropriate to the goal of fielding the best possible team.

5.1.2 ATHLETE SELECTION CRITERIA

To be considered for selection, athletes must:

- Demonstrate factors listed in the categories from the Field Hockey Canada athlete selection criteria. These are listed in *Appendix I*
- Meet and maintain the fitness requirements as determined by the national head coach and support staff. For the MNT, these are listed in *Appendix IIa* and for the WNT, these are listed in *Appendix IIb*
- Demonstrate commitment to winning medals at international competitions, Pan American and Olympic Games
- Demonstrate commitment to the rigors of national team training and competition, e.g., travel, fitness, lifestyle, personal sacrifice, etc.
- Exhibit the ability to adapt to new training environments, e.g., coaches, support staff, venues, etc.
- Show a positive attitude toward teammates, the national team, coaches and support staff, and Field Hockey Canada
- Demonstrate commitment to participating in injury reduction and management programs
- Consistently perform in international competition at a level that impacts the team reaching its goal of winning medals.

5.2 ALTERNATIVES AND SUBSTITUTIONS

For the Santiago Pan American Games, a list of 2 non-traveling reserves, and alternates will be identified at the time of the team announcement, September 15th, 2023, in accordance with this document. If one of the final 16

athletes selected to the 2023 Pan American Games team is injured and does not receive medical clearance, i.e., they cannot perform to their maximum, an alternative will be named from the identified list of non-traveling reserves and alternatives, with the following timelines:

- Prior to September 26th, 2023, athletes from the non-traveling reserves and alternative list can be named, provided these athletes were included on the long list submitted to the COC by the deadline of April 20th, 2023, for the Santiago Pan American Games
- After September 26th, 2023, but prior to September 28th, 2023, only non-traveling reserves can be named and are subject to the COC team selection committee approval.
- After September 28th, 2023, only non-traveling reserves can be named and are subject to the COC team selection committee approval and the PASO Late Athlete Replacement Policy (LARP).

For the Paris Olympic Games, a list of 2 non-traveling reserves, and alternates will be identified at the time of the team announcement, June 24th, 2024, in accordance with this document. If one of the final 16 athletes selected to the 2024 Paris Olympic Games team is injured and does not receive medical clearance, i.e., they cannot perform to their maximum, an alternative will be named from the identified list of non-traveling reserves and alternatives, with the following timelines:

- Prior to July 3rd, 2024, athletes from the non-traveling reserves and alternative list can be named, provided these athletes were included on the long list submitted to the COC by the deadline of February 13th, 2024 for the Paris Olympic Games.
- After July 3rd but prior to July 7th, 2024, only non-traveling reserves can be named and are subject to the COC team selection committee approval.
- After July 7th, only non-traveling reserves can be named and are subject to the COC team selection committee approval and the IOC Late Athlete Replacement Policy (LARP).

Non-traveling reserves and alternative athletes must adhere to the same conditions for readiness to play as named athletes.

Non- traveling reserves will not travel to the Games unless replacing a named athlete.

5.3 PERFORMANCE READINESS AND INJURY

Athletes being considered for team selection are to be cleared for training and competition by the team doctor / trainer/ physiotherapist. The expectation is that the named 16 athletes, 2 non-traveling reserves, and extended reserve squad selected, be ready to play in any, or all matches of the 2023 Santiago Pan American Games or 2024 Paris Olympic Games.

In the case of an athlete not able to adhere to the fitness requirement/s or fitness assessment/s due to injury and/or illness, the Head Coach will require an athlete to undergo a medical examination to determine their fitness to participate. The team-designated doctor / trainer/ physiotherapist will carry out the examination. The following procedure will be adhered to:

- Assess whether the athlete can compete in the named event (2023 Pan American Games or 2024 Paris Olympic Games).
- Whether a follow-up course of action (retest or medical examination on a later date) is necessary and/or functional and/or impartial to the athlete and selection process.
- Whether the athlete will be selected or deselected for the named event (2023 Pan American Games or 2024 Paris Olympic Games).
- If the athlete passes the medical examination, the Head Coach (with consultation with the team doctor/ trainer/ physiotherapist) will consider selection in accordance with the selection policy.
- If the athlete passes the medical examination, but the Head Coach still has concerns over whether the athlete can compete to the best of his ability due to the underlying injury or illness, the Head Coach can require the athlete to undergo a set of pre-determined sports specific performance tests. If the athlete fails, the test(s) he will be withdrawn from the squad or team on medical grounds and (if appropriate) the Head Coach in accordance with the selection policy can nominate a replacement.

5.4 REMOVAL OF AN ATHLETE ONCE SELECTED

The National Head Coach, with the endorsement of the High Performance Director may remove an athlete from the national team or squad if they do not meet the provisions of this document. The National Head Coach will personally contact the athlete and provide formal feedback. Regarding injuries, the National Head Coach may require a written injury report from team medical personnel. After the final COC nomination deadline (September 26th, 2023, for Pan American Games and July 3rd, 2024 for Olympic Games) but prior to September 28th 2023 for PAG or July 7th, 2024 for Olympic Games, in exceptional circumstances (e.g. medical or otherwise) and on a case-by-case basis, athlete substitutions are subject to the approval of the COC Team Selection Committee. Any athlete substitutions after, September 28th, 2023, for PAG or after July 7th, 2024 for Olympic Games, are subject to the Late Athlete Replacement Policy (LARP) and the COC Selection Committee approval. For an athlete replacement to be considered, the athlete must have been nominated as an alternate on or before the deadlines stated (26th September 2023 for PAG and 3rd July 2024 for Olympic Games).

5.5 ON-SITE DECISION-MAKING AUTHORITY

The National Head Coach, in collaboration with his/her support staff has the final decision-making authority regarding team selection and related on the ground team performance decisions. FHC is responsible for ensuring that the National Head Coach abides by FHC policies associated with his/her role as a representative of FHC.

6. AMENDMENTS & UNFORESEEN CIRCUMSTANCES

Field Hockey Canada reserves the right to review and modify any selection criteria or decision related to the selection process in the case of rule or policy changes from the FIH or the International Olympic Committee that affect the selection criteria set out in this document. In the event that the selection criteria are modified, Field Hockey Canada will promptly post an announcement on its website announcing the changes. Any changes to this document shall be communicated directly to all affected parties.

In the event of unforeseen circumstances beyond the control of *Field Hockey Canada* that prevents the *Head Coach and HPD* from fairly implementing these Internal Nomination Procedures as written, the *Head Coach with the endorsement of the HPD* shall have the full discretion to resolve the matter as they see fit, taking into account factors and circumstances that they deem relevant.

7. APPEALS

Any athlete disagreeing with selection or non-selection by the national head coach can appeal in accordance with Field Hockey Canada's Appeal Policy (<https://fieldhockey.ca/wp-content/uploads/2021/11/FHC-Appeals-Policy-Approved-February-2-2021.pdf>), provided there are grounds for an appeal (refer to Appendices in the FHC Athlete's Handbook <https://www.fieldhockey.ca/wp-content/uploads/2016/10/FHCAthleteHandbook-2021-and-Appendices-1.pdf>). Appeals can also be brought directly to the Sport Dispute Resolution Centre of Canada (SDRCC).

8. GENERAL

8.1 INTERNAL NOMINATION PROCEDURE:

FHC's internal nomination procedure will be published no later than 6 months in advance of the 2023 Pan American Games, in accordance with the COC 2023 Selection Policy, and will be circulated to the FHC athletes, staff members and posted on the FHC website.

FHC's internal nomination procedure will be published no later than one year in advance of the 2024 Paris Olympic Games, in accordance with the COC 2024 Selection Policy, and will be circulated to the FHC athletes, staff members and posted on the FHC website.

8.2 STAFF SELECTION

The High Performance Director *in consultation with the Head Coach*, has the responsibility to select the support staff, including team leader, coach(s) for the 2023 Santiago Pan American Games and 2024 Olympic Games. The support staff will be selected based on the principle of sending a team of specialists that is best capable of assisting athletes in achieving podium performances at the Games. All selections are subject to COC approval.

The nominated team leaders must satisfy the expectations and requirements of the Canadian Olympic Committee's [Team Leader Position Description](#). The Head Coach and any support coaches must meet the following criteria:

- Member in good standing of *Field Hockey Canada*
- Be in good standing with the Professional Coaching Program of the Coaching Association of Canada
- Have a valid passport that is valid for up to 6 months after the Games. For the 2023 Santiago Pan American Games, this means a passport valid until at least May 8th, 2024. For the 2024 Paris Olympic Games, this means a passport valid until at least February 11th, 2025.

- Sign, submit, and comply with the COC Support Team Agreement and Organising Committee (OCOG) Conditions of Participation form (Eligibility Conditions form for Pan American Games) no later than September, 15th 2023 for the Pan American Games and June 24th, 2024 for the Paris Olympic Games.
- Where applicable, comply with the vaccination policies and vaccination requirements of Field Hockey Canada, COC, FIH and Pan Am Sports for Santiago 2023 or the IOC for Paris 2024 and the host country of the event.

8.3 TEAM SELECTION

The announcement of the athletes, alternates, and support staff to be nominated to the COC for the selection to both the 2023 Santiago Pan American Games and 2024 Paris Olympic Games will be made, in accordance with the COC's final team nomination deadline. Please note that this process is subject to change and will be communicated to athletes at a future date.

2023 Pan American Games

The following process will be followed for 2023 Pan American Games team announcement:

- All athletes need to be available during hours 10:00am-12noon PST on September 15th 2023
- The National Head Coach will notify those athletes not selected to the team of 16 and the 2 non-traveling reserves, between the hours of 10:00am-12noon PST on September 15th 2023. A mutually agreed upon feedback time will be scheduled during the call.
- The National Head Coach will internally announce the 2023 Pan American Games team of 16 and 2 non-traveling reserves via email at 2pm PST, on September 15th, 2023.

2024 Paris Olympic Games

The following process will be followed for 2024 Olympic Games team announcement:

- All athletes need to be available during hours 10:00am-12noon PST on June 24th 2024
- The National Head Coach will notify those athletes not selected to the team of 16 and the 2 non-traveling reserves, between the hours of 10:00am-12noon PST on June 24th 2024. A mutually agreed upon feedback time will be scheduled during the call.
- The National Head Coach will internally announce the 2024 Olympic Games team of 16 and 2 non-traveling reserves via email at 2pm PST, on June 24th 2024.

8.4 CLOTHING

Athletes named to compete in the 2023 Pan American Games and 2024 Paris Olympic Games will be required to comply the Canadian Olympic Committee dress code.



Athletes named to the 2023 Pan American Games and 2024 Paris Olympic Games will only be allowed to use equipment that meets with the rules and regulations of the FIH, COC and IOC

9. TIMELINE SUMMARY

a. 2023 Santiago Pan American Games

FHC Selection Pathway for Santiago 2023 Pan American Games	
Dates	Events
February 2023	INP published / circulated for 2023 Santiago Pan American Games.
March 2023	FHC women's national team camp. FHC men's DTE centralization. Data collected during this period and uploaded in the Games Portal in time to meet accreditation deadline.
April 20 th , 2023	Accreditation Deadline for the COC
February, 2024	(pending IF confirmation of Olympic qualification event dates) Warm weather training and camp, South Africa, California, USA
May 2024	Centralized DTE in Vancouver
June 2024	European Tour
September 15 th 2023	COC Registration requirements deadline
September 15 th 2023	Pan American Games Teams (MNT and WNT) Announcement
September 15 th – September 26 th 2023	Window for any internal appeals process
September 26 th 2023	2023 Santiago Pan American Games team nomination deadline. Team of 16 (plus 2 alternates) announced for FHC's MNT and WNT
October 20 th to 5 th November 2023	2023 Santiago Pan American Games

b. 2024 Paris Olympic Games

FHC Selection Pathway for 2024 Paris Olympic Games	
Dates	Events
Summer 2023	INP published / circulated for 2024 Paris Olympic Games.



November 2023 (MNT) and January 2024 (WNT)	Annual Carding and Selection Camp
January - March 2024	Olympic Qualification – Alternate Route (if required) Data collected during this period and uploaded in the Games Portal in time to meet accreditation deadline.
February 13 th , 2024	Accreditation Deadline for the COC
February, 2024	(Pending IF confirmation of Olympic qualification event dates) Warm weather training and camp – likely in South Africa, California, USA
May 2024	Test Series / Camp
June 2024	European Tour
June 24 th 2024	COC registration requirements deadline
June 24 th 2024	Olympic team Announcement
June 24 th – July 3 rd 2024	Window for any internal appeals process
July 3 rd , 2024	Final 2024 Paris Olympic team nomination deadline. Team of 16 (plus 2 alternates) announced.
July 27 th - August 9 th , 2024	2024 Olympic Games, Paris, France.

10. CHANGES TO THIS DOCUMENT & LANGUAGE

Field Hockey Canada reserves the right to make changes to this document, if necessary, to ensure the selection of the best possible team. Any changes to this document shall promptly be communicated to the COC, all National Team Members, and posted on the FHC website. Changes would only be made if required due to a typographical error or a lack of clarity in a definition or wording and would not be made to justify selection of different athletes than would have otherwise been selected.

APPENDIX I: SELECTION CRITERIA –FHC NATIONAL TEAM’S

The aim of developing a set of selection criteria is to ensure that the selection process for FHC’S National Teams is as transparent and objective as possible. It is important for players to understand what is required of them to be picked for the National team.

1. PHYSICAL ATTRIBUTES

All players must meet various physical standards. This means that members of our national hockey squads are expected to maintain physical fitness requirements whether in centralized or decentralized training blocks and whether in or out of competition. The physical attributes that are important for players to fulfil are:

- Aerobic capacity – all players are expected to be able to run as hard as possible for as long as possible. This is to ensure that in time our national side can OFFENSIVELY play at a tempo that is difficult for the opposition to match, but also that DEFENSIVELY we can fulfil our defensive roles without fatigue hindering decision-making.
- Physical strength and explosive power – the ability to dominate your physical space in a game, to develop an explosive change of pace or to hit the ball harder. To meet this physical requirement players are expected to adopt a rigid strength and conditioning programme. Hockey players are said to enjoy a physical contest – this theory MUST be matched by practical implementation of strength and explosive power.
- Speed – This is an essential attribute across all playing lines. Some players are born with raw pace; however, all national players can work hard to maximize their natural speed. Whether it be offensively destroying defences or defensively adding extra cover – pace is crucial to our future national team.

As a national team we need to ensure that we are always able to control as many variables as possible within our environment. The most important variable is that of physical conditioning. Every time our team performs against international opposition, we must ensure that physically we are in a state to compete and battle from this point of view. Our unique environment cannot allow for us to carry players who are physically unconditioned. The physical attributes outlined above also play an enormous role in a player’s ability to maintain concentration levels for the duration of a game and to make quality decisions when fatigued. Bad decision making as a result of an inability to deal with physical fatigue must be reduced within our national hockey environment.

2. TEAM DYNAMICS AND PERSONAL CHARACTERISTICS

How does each player fit within the team environment and how much does the team's success mean to that person? Players must be encouraged to be individuals; however, our national side must be filled with players who have as their primary goal the success of the team. Our players must be able to cooperate with one another, staff and organization and work together toward a common goal without introducing personal behaviours that are disruptive to the team environment. When the team is together the team dynamic needs to be filled with individuals who are cooperative and team oriented.

Individual personality characteristics are also important to selection criteria. Players need to be problem-solvers and not problem definers. They need to cope with adversity - a loss, bad form, injury, personal circumstances, teammates letting them down. They need to bounce back from any tough situations and keep fighting for themselves and the team. Players must have opinions on the game and must be prepared to express these opinions in a positive and productive way but must also be able to put the team's goals ahead of their personal beliefs and opinion. In line with this would be the expectation of players to proactively define the team's core value system, that of FHC as well as to carry it out.

Players must understand the importance of the above criteria.

3. SET PIECE INDISPENSABILITY

Set piece situations are areas within the game that can be "controlled" by a team through consistent practice and preparation as well as having as many players as possible who have mastered set piece skills.

Defensive penalty corner specialists (first wave specialist, brave and tough defenders in this area), offensive penalty corner specialists (pushers, drag flickers etc), players with disguised hits outside the circle, penalty stroke takers. All these are situations that can be controlled by players with specific skills.

Team selection must be based on selecting players with as many of the above set piece skills. Players selected must be indispensable in one or two of the above areas.

4. SPECIAL SKILL/QUALITIES

Do any of our players have that special "something" that make them indispensable to the team? Examples of "special qualities" are, distance aerial thrower, goal scorer, extreme pace, offensive skill that creates regular overload situations.

These kinds of qualities can win or save a game; however, selection will never be based solely on these qualities. Players with "special skills" will still be expected to fulfil the required physical expectations of the team as well as to ensure that he contributes positively toward team dynamics.

5. PAST RECORD/EXPERIENCE

Selection for the national team will take into consideration a player past record and performance in major tournaments, series etc. A player's experience and ability to understand the international hockey environment will be an important selection criteria.

Players past record will be measured against current form and physical conditioned state. No player will be selected on sentiment or to 'reward' past services. When it comes to selection the experienced player will not be allowed to become complacent.

6. CURRENT FORM

In the current environment this is difficult to measure because of 'easy' league games. Current form is crucial when selecting teams for tournaments and series. In our environment current form is measured through DTE and identified camp or tour performances. Certain high intensity league games will be videoed to ensure that current league form can be monitored.

7. FLEXIBILITY AND UNDERSTANDING OF THE GAME

Players will be expected to master as many skills as possible to ensure that they can play in almost every position on the field. Coupled with skills flexibility comes the intellectual ability to understand the "art" of the game. Players will be expected to display a sound tactical appreciation of the game that will allow them to think on their feet in pressured game situations. In line with understanding the game comes the ability of players to carry out a game plan and fulfil specific tactical roles. Our national team environment requires players who are skilled, but at the same time mentally disciplined to fulfil small roles that benefit the whole of the team.

8. PLAYER COMBINATIONS

Special consideration will be given to players who show signs of developing unique combinations. In our environment where training together over long periods is difficult, natural player combinations are important for the team's success.

APPENDIX II: FITNESS REQUIREMENTS

To be selected to the National Team, athletes are required to meet and maintain the fitness requirements as determined by Field Hockey Canada's High-Performance staff. The following fitness requirements are set for this INP. The levels and testing requirements are subject to change.

a. FHC WNT Standards

Achieve a standard level on a 30-15 Test, or equivalent test currently being used to determine aerobic endurance. Standard levels for the 30-15 Test are as follows:

- Standard competition level: 20km/h

- Minimum eligibility level: Outfield athletes: 19km/h Goalkeepers : 18km/h
- Athletes may be considered for selection if the minimum eligibility level (19km/h) is achieved but must reach the standard competition level (20km/h) within a period, as prescribed by the Women's National Head Coach.

b. FHC MNT Standards

Achieve a standard level on a 30-15 Test, or equivalent test currently being used to determine aerobic endurance. Standard levels for the 30-15 Test are as follows:

- Standard competition level: 21km/h
- Minimum eligibility level: Outfield athletes: 20km/h Goalkeepers: 18km/h
- Athletes may be considered for selection if the minimum eligibility level (20km/h) is achieved but must reach the standard competition level (21km/h) within a period, as prescribed by the Men's National Head Coach.

Additional physiological, psychological, and technical testing will be used, at the high-performance staff (Head Coach and HPD) discretion, to help develop a more complete profile of the athlete. There will be no minimum standards associated with these tests and they will not explicitly be used to grant or withhold entry into the Senior National or Junior National Team program.

*Notwithstanding the above, the Head Coach, with the endorsement of the High Performance Director reserves the right to assess talent that has been identified by any other means.